

**Exhibit C**

**Evans Declaration**

**IN THE UNITED STATES BANKRUPTCY COURT  
FOR THE DISTRICT OF DELAWARE**

In re:	X	
	:	Chapter 11
	:	
ZEN JV, LLC, et al., <sup>1</sup>	:	Case No. 25-11195 (JKS)
	:	
Debtors.	:	(Jointly Administered)
	:	
	X	

**DECLARATION OF TIMOTHY EVANS IN  
SUPPORT OF APPLICATION OF DEBTORS FOR ENTRY  
OF AN ORDER (I) AUTHORIZING THE RETENTION AND  
EMPLOYMENT OF FORVIS MAZARS, LLP AS TAX SERVICES PROVIDER TO  
THE DEBTORS AND DEBTORS IN POSSESSION EFFECTIVE AS OF  
SEPTEMBER 11, 2025, (II) WAIVING CERTAIN INFORMATION REQUIREMENTS  
PURSUANT TO LOCAL RULE 2016-1, AND (III) GRANTING RELATED RELIEF**

I, Timothy Evans, being duly sworn, state the following under penalty of perjury:

1. I am Principal at Forvis Mazars LLP (“**Forvis Mazars**”). I am duly authorized to make this declaration (the “**Declaration**”) on behalf of Forvis Mazars and submit this Declaration in accordance with sections 327(a) and 328(a) of title 11 of the United States Code, 11 U.S.C. §§ 101 *et seq.* (the “**Bankruptcy Code**”) and rule 2014(a) of the Federal Rules of Bankruptcy Procedure (the “**Bankruptcy Rules**”) in connection with the application (the “**Application**”) of the above-captioned debtors and debtors in possession (collectively, the “**Debtors**”), seeking an order approving the retention of Forvis Mazars as their tax services provider, pursuant to sections 327 and 328(a) of the Bankruptcy Code, effective as of September 11, 2025.

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<sup>1</sup> The Debtors in these cases, along with the last four digits of each debtor’s federal tax identification number (to the extent applicable), are: Zen JV, LLC (0225); Monster Worldwide LLC (6555); FastWeb, LLC; Monster Government Solutions, LLC (5762); Camaro Acquisition, LLC; CareerBuilder, LLC (6495); CareerBuilder Government Solutions, LLC (6426); Luceo Solutions, LLC (4426); CareerBuilder France Holding, LLC (9339); and Military Advantage, LLC (9508). The Debtors’ address is 200 N LaSalle Street #900, Chicago, IL 60601.

2. Except as otherwise indicated, all statements in this Declaration are based on my personal knowledge of Forvis Mazars' engagement with the Debtors, my discussions with other members of the Forvis Mazars team and the Debtors' other advisors, my review of relevant documents, and/or my opinion based upon my experience. If called to testify, I could and would testify to each of the statements set forth herein based on such personal knowledge, discussions, review of documents, and/or opinion. To the extent that any information disclosed herein requires subsequent amendment or modification upon Forvis Mazars' completion of further analysis or as additional creditor information becomes available to it, one or more supplemental declarations will be submitted to the court reflecting the same.

### **FORVIS MAZARS' QUALIFICATIONS**

3. Forvis Mazars is a national advisory firm that provides a range of services including, as relevant here, tax compliance services. Forvis Mazars professionals have extensive experience working with companies to provide tax compliance services. The Debtors have selected Forvis Mazars as their tax compliance professional based upon their experience and, among other things, (i) the Debtors' need to file tax returns in a timely manner and meet tax regulatory requirements, and (ii) Forvis Mazars' experience and excellent reputation in providing tax compliance services.

### **SERVICES PROVIDED BY FORVIS MAZARS**

4. Subject to further order of the Court, and consistent with the terms of the Engagement Letter,<sup>2</sup> Forvis Mazars' will perform tax compliance services focused on the

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<sup>2</sup> The summary of the Engagement Letter contained herein is qualified in its entirety by reference to the provisions of the Engagement Letter. To the extent there is any discrepancy between the summary contained herein and the terms set forth in the Engagement Letter, the terms of the Engagement Letter shall govern.

preparation of tax return documents for the periods ended in 2024 in the relevant, federal, state, and international jurisdictions.

**PROFESSIONAL COMPENSATION**

5. Forvis Mazars' decision to advise and assist the Debtors in connection with the Chapter 11 Cases is subject to its ability to be retained in accordance with the terms of the Engagement Letter pursuant to section 328(a), and not section 330, of the Bankruptcy Code.

6. In consideration of the services to be provided by Forvis Mazars, and as more fully described in the Engagement Letter, subject to the Court's approval, the Debtors and Forvis Mazars have agreed that Forvis Mazars shall, in respect of its services, be compensated under the Fee Structure.

7. Forvis Mazars intends to apply for compensation for professional services rendered and reimbursement of expenses incurred in connection with the Chapter 11 Cases, subject to the Court's approval and in compliance with applicable provisions of the Bankruptcy Code, the Bankruptcy Rules, the Local Rules, the U.S. Trustee Guidelines, and any other applicable procedures and orders of the Court, including any order approving the Application and consistent with the proposed compensation set forth in the Engagement Letter.

8. Forvis Mazars will maintain records in support of any actual, necessary costs and expenses incurred in connection with the rendering of its services in the Chapter 11 Cases. However, because: (a) it is not the general practice of tax services providers such as Forvis Mazars to keep detailed time records similar to those customarily kept by attorneys; (b) Forvis Mazars does not ordinarily keep time records on a "project category" basis; and (c) Forvis Mazars' compensation is based solely on a flat fee, the Debtors are requesting that Forvis Mazars' professionals be required to maintain records (in summary format) of the services rendered for the Debtors, including summary descriptions of those services, the approximate time expended in

providing those services, and the identity of the professionals who provided those services. Forvis Mazars will present such records to the Court in its fee application(s). Moreover, the Debtors are requesting that Forvis Mazars' professionals not be required to keep time records on a "project category" basis, that its non-tax services professionals and personnel in administrative departments (including legal) not be required to maintain any time records, and that it not be required to provide or conform to any schedule of hourly rates. To the extent that Forvis Mazars would otherwise be required to submit more detailed time records for its professionals by the Bankruptcy Code, the Bankruptcy Rules, the Local Rules, the U.S. Trustee Guidelines, or other applicable procedures and orders of the Court, the Debtors are requesting that the Court waive such requirements.

9. I believe the Fee Structure is consistent with, and typical of, compensation arrangements entered into by Forvis Mazars and other comparable firms in connection with the rendering of similar services under similar circumstances, both in and out of bankruptcy proceedings. I also believe that the Fee Structure is very reasonable given that it is comprised entirely of flat fees. After discussions and arm's-length negotiations with the Debtors, I believe that the Fee Structure is in fact reasonable, market-based, and designed to compensate Forvis Mazars fairly for its work.

10. I understand that Forvis Mazars' time, skill, resources, and its proprietary information required to complete the tax services were important factors to the Debtors in determining the Fee Structure. I believe that the ultimate benefits of Forvis Mazars' services hereunder cannot be measured by reference to the number of hours to be expended by Forvis Mazars' professionals in the performance of such services. The Debtors and Forvis Mazars agreed upon the Fee Structure in anticipation that a substantial commitment of professional time and effort would be required of Forvis Mazars.

11. During the ninety (90)-day period before the Petition Date, the Debtors did not make any payments to Forvis Mazars.

### **INDEMNIFICATION**

12. As part of the overall compensation payable to Forvis Mazars under the terms of the Engagement Letter, the Debtors have agreed to certain indemnification obligations, set forth in the Engagement Letter. The indemnification provisions provide that the Debtors will indemnify, defend, and hold harmless Forvis Mazars and any of its partners, principals, shareholders, officers, directors, members, employees, agents, or assigns with respect to any and all claims arising from Forvis Mazars' engagement, except to the extent caused by the intentional or willful misconduct, gross negligence or bad faith of Forvis Mazars.

13. I believe that the indemnification provisions set forth in the Engagement Letter are customary and reasonable terms of consideration for tax services providers such as Forvis Mazars in connection with the Chapter 11 Cases. Forvis Mazars negotiated the Engagement Letter, including the indemnification provisions, with the Debtors at arm's length.

### **NO DUPLICATION OF SERVICES**

14. The services of Forvis Mazars are intended to complement and not duplicate the services rendered by any other professional retained in the Chapter 11 Cases. Forvis Mazars understands that the Debtors have retained and may retain additional professionals during the term of the engagement and agrees to work cooperatively with such professionals to integrate any respective work conducted by the professionals on behalf of the Debtors.

### **FORVIS MAZARS' DISINTERESTEDNESS**

15. In anticipation of this representation, Debtors' counsel provided Forvis Mazars with a list of potential parties in interest (the "**PII**") in the Chapter 11 Cases (the "**PII List**"). A copy of the PII List is attached hereto as **Schedule 1**.

16. Forvis Mazars maintains information pertaining to (a) every active matter on which Forvis Mazars is currently engaged, (b) the entities represented by Forvis Mazars in such engagements, (c) the material parties involved in each current matter (inclusive of adverse and related parties, as identified to Forvis Mazars by the prospective client and/or its counsel in the case of a restructuring advisory assignment), and (d) the professional at Forvis Mazars that is knowledgeable about the matter. It is the policy of Forvis Mazars that no new matter may be accepted or opened within the firm without completing the necessary check of such matter for conflicts. The scope of the review is a function of the completeness and accuracy of the information submitted by the Forvis Mazars professional opening a new matter.

17. Forvis Mazars has undertaken a review of the PII to determine possible connections relating to the Debtors (the “**Conflict Check**”) and such results for the Conflicts Check are disclosed on **Schedule 2** attached hereto. Subject to the foregoing limitations and the disclosures set forth in **Schedule 2**, no material connections have been found.

18. Certain of the PIIs or their affiliates may hold a passive equity interest (*i.e.*, less than 20%) in certain of the entities to whom Forvis Mazars and/or its affiliates have provided in the past or continue to provide advisory services. My understanding is that Forvis Mazars does not routinely track or maintain such information but is not aware of any such engagement that is related to the Debtors or the Chapter 11 Cases or, by virtue of which, the interests of the Debtors or their estates are adversely affected.

19. To the best of my knowledge and based on information provided by Forvis Mazars’ legal and compliance department, none of Forvis Mazars, its affiliates, or any partner or employee of Forvis Mazars or its affiliates currently holds (other than potentially through mutual funds, ETFs

or professionally managed discretionary accounts) any interest in any debt or equity securities of the Debtors.

20. Moreover, my understanding is that Forvis Mazars professionals have searched all Forvis Mazars' affiliates, and, to the best of my knowledge, information, and belief, all connections between Forvis Mazars' affiliates and the PIIs are disclosed herein.

21. Based on the results of the Conflict Check, to the best of my knowledge, neither I, Forvis Mazars, nor any partner or employee thereof, insofar as Forvis Mazars' legal and compliance department has been able to ascertain, is an insider of the Debtors, nor has any connection with the Debtors, their creditors, or other parties in interest, except as otherwise described herein.

22. Forvis Mazars does not believe that its involvement with any of the parties included in the PII List will adversely affect the Debtors in any way. Forvis Mazars does not believe that any potential relationship it may have with any of the PII would interfere with or impair Forvis Mazars' representation of the Debtors.

23. Forvis Mazars and certain of its partners and employees may have in the past represented, may currently represent, and may in the future represent, entities that may be on the PII List or may otherwise be parties in interest in these Chapter 11 Cases in connection with matters unrelated to the Debtors and these Chapter 11 Cases.

24. As part of its diverse practice, Forvis Mazars appears in numerous cases, proceedings, and transactions involving many different professionals, including attorneys, accountants, investment bankers, and financial consultants, some of which may represent claimants and parties in interest in these Chapter 11 Cases. In addition, Forvis Mazars has in the past, is currently and will likely in the future be working with or against other professionals



involved in these Chapter 11 Cases in matters unrelated to these Chapter 11 Cases, including certain professionals that are PII. Further, Forvis Mazars and its affiliates engage attorneys and other service providers from time to time to provide legal advice and/or other services to Forvis Mazars and/or its affiliates, and certain of such service providers may be PII.

25. Based on my current knowledge of the professionals, vendors, and other parties involved in these Chapter 11 Cases, and to the best of my knowledge, none of these business relations constitute interests materially adverse to the Debtors or their estate, and none are in connection with these Chapter 11 Cases.

26. To the best of my knowledge, except as disclosed herein: (a) Forvis Mazars has no material connection with the Debtors or their estates, the Debtors' creditors, the U.S. Trustee, any person employed in the office of the U.S. Trustee, or any other party with an actual or potential interest in the Chapter 11 Cases or their respective attorneys or accountants; (b) Forvis Mazars (and Forvis Mazars' professionals) are not direct creditors, equity security holders, or insiders of the Debtors; (c) neither Forvis Mazars nor any of its professionals is or was, within two (2) years of the date of the Debtors' filing of these Chapter 11 Cases, a director, officer, or employee of the Debtors; and (d) neither Forvis Mazars nor its professionals holds or represents an interest materially adverse to the Debtors, their estates, or any class of creditors or equity security holders by reason of any direct or indirect relationship to, connection with, or interest in the Debtors, or for any other reason. Accordingly, I believe that Forvis Mazars is a "disinterested person" as defined in section 101(14) of the Bankruptcy Code, as modified by section 1107(b) of the Bankruptcy Code, and Forvis Mazars' employment is permissible under sections 327(a) and 328(a) of the Bankruptcy Code.

27. Given the large number of parties in interest in the Chapter 11 Cases, despite the efforts to identify and disclose Forvis Mazars' relationships with the PII, I am unable to state with absolute certainty that every client relationship or other connection has been disclosed in this Declaration. Forvis Mazars, therefore, will conduct an ongoing review of its files to ensure that no conflicts or other disqualifying circumstances exist or arise. If any new material facts or relationships are discovered or arise, Forvis Mazars will promptly file a supplemental declaration with the Court.

*[Remainder of page left intentionally blank]*

Pursuant to 28 U.S.C. § 1746, I declare under penalty of perjury that the foregoing  
is true and correct.

Dated: October 7, 2025

Respectfully submitted,

/s/ Timothy Evans

Timothy Evans

Principal

Forvis Mazars, LLP

**Schedule 1**

**Potential Parties in Interest**

**Agents**

Wilmington Trust, National Association

**Banks**

Bank of America

**Benefits**

ADP Inc  
Calm.Com Inc  
Cigna Group  
Concur Technologies, Inc.  
Delta Dental of California  
Delta Dental of Il  
Empower Trust Company, LLC

Eyemed  
Guardian  
Lincoln National Life Ins Co  
Metlife  
Schwab Retirement Plan Services  
Telus Health (Us) Ltd  
United Healthcare Services Inc

**Bankruptcy Professionals**

AlixPartners  
Latham & Watkins LLP  
Omni Agent Solutions, Inc.

PJT Partners LP  
Richards, Layton & Finger, P.A.

**Delaware Court Personnel**

Al Lugano  
Amanda Hrycak  
Annamarie Martino  
Cacia Batts  
Chief Judge Karen B. Owens  
Claire Brady  
Danielle Gadson  
Demitra Yeager  
Jill Walker  
Judge Brendan L. Shannon  
Judge Craig T. Goldblatt  
Judge J. Kate Stickles  
Judge John T. Dorsey  
Judge Laurie Selber Silverstein

Judge Mary F. Walrath  
Judge Thomas M. Horan  
Laura Haney  
Laurie Capp  
Lora Johnson  
Marquietta Lopez  
Nickita Barksdale  
Nikki Washington  
Paula Subda  
Rachel Bello  
Stephen Grant  
Todd Kirk  
Una O'boyle  
Xavier Hurt

**Delaware UST's office**

Benjamin Hackman  
Christine Green  
Dion Wynn

Edith A. Serrano  
Elizabeth Thomas  
Hannah M. McCollum

Hawa Konde  
Holly Dice  
James R. O'Malley  
Jane Leamy  
Jonathan Lipshie  
Jonathan Nyaku  
Joseph Cudia  
Joseph McMahon  
Lauren Attix

Linda Casey  
Linda Richenderfer  
Malcolm M. Bates  
Michael Girello  
Nyanquoi Jones  
Richard Schepacarter  
Shakima L. Dortch  
Timothy J. Fox, Jr.

**Debtors**

Camaro Acquisition LLC  
CareerBuilder France Holding, LLC  
CareerBuilder Government Solutions, LLC  
CareerBuilder, LLC  
Fastweb, LLC

Luceo Solutions, LLC  
Military Advantage LLC  
Monster Government Solutions LLC  
Monster Worldwide LLC  
Zen, JV, LLC

**Direct and Indirect Equity Holders**

2584172 Ontario Inc.  
AP Special Sits Camaro Holdings, LLC  
Apollo Global Management, Inc.  
Apollo Special Situations Fund, L.P.

Camaro Holdings, LLC  
Ontario Teacher's Pension Plan  
Randstad N.V.

**Directors and officers**

Ahern Dull  
Anna Phillips  
Daniel Silvers  
Fiona van Lede  
Gregory Binder  
Jarnail Badwal  
Jeff Furman  
Kenneth Shea

Mark Pacioni  
Maxwell David  
Michael Suhajda  
Rebecca Henderson  
Sam Gallagher  
Sheri Davis  
Stef Leijdekkers

**Insurers**

ACE American Insurance Company  
Allianz Global Risks US Insurance Co.  
Allied World National Assurance Company  
American International Companies (AIG)  
Aon UK Limited  
Arch Insurance Company  
AXIS Insurance Company  
Berkley Insurance Company

Berkley Professional Liability  
Chubb National Ins Co  
Federal Insurance Company  
Hartford Insurance Group  
Hiscox Insurance Company Inc.  
Illinois National Insurance Co  
Lexington Insurance Company  
Liberty International Underwriters

Liberty Surplus Insurance Corporation  
Lloyd's Syndicate No. 3000  
National Union Fire Ins Co of Pittsburgh  
Risk Specialists Companies Ins Agcy, Inc.

Twin City Fire Insurance Company  
XL Professional  
XL Specialty Insurance Co  
Zurich American Ins Co

**Litigation**

Jobget, Inc.  
S Risius Ross, LLC

The New York City Commission on Human  
Rights

**LOC Beneficiary**

Dell Financial Services LLC

**LOC Guarantor**

Bank of America

**Non-Debtors**

CareerBuilder Brasil Atividades de Internet  
e Participacoes LTDA.  
CareerBuilder Canada Co  
CareerBuilder com India Private Limited  
CareerBuilder Information Technology  
(Shanghai) Co., Ltd  
CareerBuilder International Holdings B.V.  
CareerBuilder ProfilSoft Dutch Holdings  
B.V.  
CareerBuilder Romania S.R.L.  
CareerBuilder UK Holdings Limited  
CB Solutions Pty Ltd  
Monster Belgium nv  
Monster Luxembourg SA  
Monster Technologies Malaysia Sdn. Bhd

Monster Worldwide Austria GmbH  
Monster Worldwide Canada Operations Inc.  
Monster Worldwide CZ s.r.o.  
Monster Worldwide Germany GmbH  
Monster Worldwide International Holding  
bv  
Monster Worldwide Ireland Ltd  
Monster Worldwide Italia Srl  
Monster Worldwide Limited  
Monster Worldwide Netherlands bv  
Monster Worldwide S.L.  
Monster Worldwide SAS  
Monster Worldwide Sweden AB  
Monster Worldwide Switzerland AG  
Monster.com Asia Pacific Ltd.

**Notice of Appearance**

Bullhorn, Inc.  
CBM Acquisition, LLC  
EHJob LLC  
Hidden Talent LLC  
Iron Corp Us Inc.  
Official Committee of Unsecured Creditors  
The Morning Consult LLC  
United States of America

VBS Group, Inc.

**Other Auction Parties**

BOLD Holdings, LLC  
Cooley LLP  
Duane Morris LLP  
Eti-Net Inc.  
Foley & Lardner LLP  
Jones Day

Mayer Brown  
Proskauer Rose, LLP  
Sherrill-Lubinski, LLC  
Stoel Rives LLP  
Tributary Media, LLC

**Other Parties**

Blue Torch Capital  
HIG Capital LLC  
JMB Capital Partners Lending, LLC  
Norton Rose Fulbright US LLP

Paul Hastings  
Valnet  
Valsoft  
Young Conaway Stargatt & Taylor, LLP

**RE Lease**

622 Building Company LLC (Cohen Bros)  
Equinix, Inc  
Iron Mountain Data Centers LLC

Onni 200 LaSalle Limited Partnership  
TMG 8280 Greensboro LLC  
VEF V Atlanta office Two, LLC

**Seller Note**

Randstad MWW Inc.

**Tax Authorities**

Alabama Department of Revenue  
Alaska Department of Revenue  
Arizona Department of Revenue  
California Franchise Tax Board  
City of Philadelphia Department of Finance  
Colorado Department of Revenue  
Connecticut Department of Revenue  
Delaware Division of Revenue  
Department of the Treasury Internal  
Revenue Service Center  
District of Columbia Department of  
Revenue  
Florida Department of Revenue  
Georgia Department of Revenue  
Hawaii Department of Revenue  
Idaho Department of Revenue  
Illinois Department of Revenue

Indiana Department of Revenue  
Iowa Department of Revenue  
Kansas Department of Revenue  
Kentucky Department of Revenue  
Louisiana Department of Revenue  
Maryland Department of Revenue  
Massachusetts Department of Revenue  
Minnesota Department of Revenue  
Mississippi Department of Revenue  
Missouri Department of Revenue  
Nebraska Department of Revenue  
New Hampshire Department of Revenue  
New Jersey Department of Revenue  
New York City Department of Finance  
New York Department of Revenue  
North Carolina Department of Revenue  
Oklahoma Department of Revenue



Oregon Department of Revenue  
Pennsylvania Department of Revenue  
Philadelphia Department of  
Revenue  
South Carolina Department of Revenue  
Tennessee Department of Revenue

Texas Department of Revenue  
Utah Department of Revenue  
Virginia Department of Revenue  
Wisconsin Department of Revenue

**Term Loan Lenders**

Arbour Lane  
ArrowMark  
Canaras  
Cerberus  
Constitution Capital  
Crescent Capital  
Ellington  
Fortinbras Enterprise

FourSixThree  
InvestCorp  
Morgan Stanley  
Nassau  
OFS  
Par Four / Benefit Street  
Saratoga Partners  
Zais Group

**Top Unsecured Creditors**

Acoustic LP  
Adworks Ltd  
Ahead Inc  
Aimwel B.V.  
Akin Gump Strauss Hauer & Feld  
Amplitude Inc  
Appcast Inc  
Appian Corporation  
Brazen Technologies Inc  
Camelot Communications Ltd  
Daymark Solutions Inc  
Equinix Inc  
Everlong Media LLC  
Getty Images Inc  
Google LLC  
Ikokas Technologies Private Ltd  
Iron Mountain Inc  
Jobcase Inc  
Jobget Inc  
Jobverse Inc.

Joveo Inc  
Microsoft Online Inc  
Morgan Lewis & Bockius LLP  
Nexxt Inc  
Okta Inc  
Oracle America Inc  
Pwc Us Tax LLP  
Quality Technology Services  
Rackspace Us Inc  
Recruitics Inc  
Salesforce.Com Inc  
Secureit Consulting Group Inc  
Skadden Arps Slate Meagher Flom  
Talroo Inc  
Tanzilli Sociedade De Advogado  
Textkernel BV  
Vedder Price PC  
Velaro Inc  
Verinext Corp  
Winston & Strawn LLP

**UCC Lien Search**

Dell Financial Services L,L,C.  
Greatamerica Financial Services Corporation  
Randstad MWW Solutions Inc., As Collateral Agent

Verinext Capital, LLC  
Wells Fargo Financial Leasing, Inc.  
Wilmington Trust, National Association, As Collateral Agent

**Unsecured Creditors Committee**

Cole Schotz P.C.  
M3 Advisory Partners, LP

**Schedule 2**

**Schedule of Potential Parties in Interest  
As to Which Forvis Mazars Has a Connection**

**Banks**

Bank of America

**Direct and Indirect Equity Holders**

AP Special Sits Camaro Holdings, LLC

**Litigation**

S Risius Ross, LLC

**LOC Guarantor**

Bank of America

**Other Parties**

Norton Rose Fulbright US LLP

Valsoft

**RE Lease**

Equinix, Inc.

**Term Loan Lenders**

Saratoga Partners

**Top Unsecured Creditors**

Akin Gump Strauss Hauer & Feld

Appian Corporation

**Notice of Appearance**

The Morning Consult LLC

**Other Auction Parties**

Proskauer Rose, LLP